UNITED NATIONS **A**

General Assembly

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22 November 1995

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Fiftieth session
THIRD COMMITTEE
Agenda item 107

ADVANCEMENT OF WOMEN

Albania, Algeria, Andorra, Antigua and Barbuda, Argentina, Australia, Austria, Bangladesh, Belgium, Benin, Bhutan, Brazil, Burkina Faso, Canada, Costa Rica, Côte d'Ivoire, Cyprus, Denmark, Dominican Republic, Ethiopia, Fiji, Finland, Gambia, Germany, Honduras, Iceland, Ireland, Israel, Italy, Japan, Kenya, Lao People's Democratic Republic, Liechtenstein, Malaysia, Marshall Islands, Mongolia, Morocco, Mozambique, Myanmar, Namibia, Netherlands, New Zealand, Nicaragua, Niger, Norway, Pakistan, Panama, Papua New Guinea, Poland, Portugal, Republic of Korea, Republic of Moldova, Romania, Samoa, Singapore, Slovenia, Spain, Suriname, Sweden, Thailand, Togo, Trinidad and Tobago, Turkey, United States of America, Uruguay and Zambia: draft resolution

Improvement of the status of women in the Secretariat

The General Assembly,

Recalling Articles 1 and 101 of the Charter of the United Nations,

Recalling also Article 8 of the Charter, which provides that the United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs,

Recalling further the relevant paragraphs of the Nairobi Forward-looking Strategies for the Advancement of Women 1/ and the Beijing Declaration and Platform for Action, 2/

Concerned at the serious and continuing underrepresentation of women in the Secretariat, particularly at the higher decision-making levels,

Convinced that the improvement of the status of women in the Secretariat could significantly enhance the effectiveness and credibility of the United Nations, including its leadership role in advancing the status of women world wide and in promoting the full participation of women in all aspects of decision-making,

Disappointed that the objective set in its resolutions 45/125 of 14 December 1990 and 45/239 C of 21 December 1990 of a 35 per cent overall participation rate of women in posts subject to geographical distribution by 1995 has not been met,

Disappointed also that the goal set in its resolution 45/239 C of a 25 per cent participation rate of women in posts at the D-1 level and above by 1995 has not been met and that the level of representative above remains unacceptably low,

Recalling its resolution 49/167 of 23 December 1994, in which it urged the Secretary-General to implement fully the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000), 3/

Noting the efforts made by the Secretary-General and the Office of Human Resources Management of the Secretariat to integrate the objectives set by the General Assembly for the improvement of the status of women in the Secretariat into the overall strategy for the management of the Organization's human resources, and noting also that such a comprehensive approach would be conducive to enhancing the status of women in the Secretariat,

Recognizing the importance of providing equal employment opportunities for all staff,

Aware that a comprehensive policy aimed at preventing and dealing with sexual harassment should be a integral part of personnel policy,

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1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

2/ Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995 (A/CONF.177/20), chap. I, resolution 1.

3/ A/49/587 and Corr.1, sect. IV.

Welcoming the statement of the Administrative Committee on Coordination on the status of women in the secretariats of the United Nations system, 4/ in which the members of the Committee reaffirmed their strong commitment to ensuring that the advancement of women was a priority within the organizations of the common system and to taking measures to improve the status of women in their respective secretariats,

1. Welcomes the report of the Secretary-General on the improvement of the status of women in the Secretariat; 5/

2. Notes the efforts to date of the Secretary-General to implement the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000), and reaffirms that his continued visible commitment is essential to the achievement of the goals and objectives of the strategic plan;

3. Calls upon the Secretary-General to ensure full and urgent implementation of the strategic plan in order to achieve the goal contained in Platform for Action of the Fourth World Conference on Women for overall gender equality, particularly at the Professional level and above, by the year 2000;

4. Also calls upon the Secretary-General to fulfil his target, reaffirmed by the Fourth World Conference on Women, of having women hold 50 per cent of managerial and decision-making positions by the year 2000;

5. Welcomes the Secretary-General's initiatives to date to ensure implementation of the strategic plan, including the incorporation of measures into the performance appraisal system to hold managers responsible and accountable, and inclusion in training programmes of components designed to sensitize managers to gender issues;

6. Urges the Secretary-General to continue his work on improving the work practices and environment within the United Nations system with a view to increasing flexibility so as to remove direct or indirect discrimination, including against staff members with family responsibilities, through, inter alia, consideration of such issues as spouse employment job-sharing, flexible working hours, child-care arrangements and career-break schemes, and to improve access for all staff to training and career development;

7. Notes the examination that has begun of the effectiveness of the Organization's policies and procedures, established in 1992, to deal with sexual harassment in the workplace, and urges the Secretary-General to ensure that the examination leads to a comprehensive and effective policy, including grievance mechanisms, for the prevention and redress of sexual harassment in the Secretariat;

8. Urges the Secretary-General to increase the number of women employed in the Secretariat from developing countries, particularly those that are

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4/ See A/50/691, annex.

5/ A/50/691.

unrepresented or underrepresented, and from other countries that have a low representation of women, including countries in transition;

9. Requests the Secretary-General to ensure that equal employment opportunities exist for all staff;

10. Also requests the Secretary-General to enable, from within existing resources, the Focal Point for Women within the Secretariat effectively to monitor and facilitate progress in the implementation of the strategic plan;

11. Strongly encourages Member States to support the strategic plan and the efforts of the United Nations and the specialized agencies to increase the percentage of women in Professional posts, especially at the D-1 level and above, by identifying and submitting more women candidates, encouraging women to apply for vacant posts and creating national rosters of women candidates to be shared with the Secretariat, specialized agencies and regional commissions;

12. Requests the Secretary-General, in accordance with the relevant rules on the delivery timetable for documentation, to ensure that a progress report on the status of women in the Secretariat is presented to the Commission on the Status of Women at its fortieth session and to the General Assembly at its fifty-first session.

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ADVANCEMENT OF WOMEN

Bangladesh, Belgium, Burkina Faso, Cameroon, China, Costa Rica, Côte d'Ivoire, Cuba, Denmark, Dominican Republic, Ethiopia, Greece, Guinea, Guinea-Bissau, Haiti, Indonesia, Kenya, Madagascar, Malawi, Malaysia, Mali, Mongolia, Morocco, Myanmar, Nepal, Nicaragua, Norway, Pakistan, Panama, Philippines and Viet Nam: draft resolution

Improvement of the situation of women in rural areas

The General Assembly,

Recalling its resolution 34/14 of 9 November 1979, in which it endorsed the Declaration of Principles and the Programme of Action as adopted by the World Conference on Agrarian Reform and Rural Development, 1/ and its resolutions 44/78 of 8 December 1989 and 48/109 of 20 December 1993,

Recalling also the importance attached to the problems of rural women by the Nairobi Forward-looking Strategies for the Advancement of Women 2/ and by the Beijing Declaration and Platform for Action, 3/

1/ See Report of the World Conference on Agrarian Reform and Rural Development, Rome, 12-20 July 1979 (WCARRD/REP), transmitted to the General Assembly by a note of the Secretary-General (A/34/485).

2/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

3/ See the report of the Fourth World Conference on Women, Beijing, 4-15 September 1995 (A/CONF.177/20), chap. I, 1.

Recalling further its resolution 47/174 of 22 December 1992, in which it welcomed the adoption of the Geneva Declaration for Rural Women 4/ by the Summit on the Economic Advancement of Rural Women, held at Geneva in February 1992, and urged all States to work for the achievement of the goals endorsed in the Declaration,

Welcoming the growing awareness of Governments of the need for strategies and programmes to improve the situation of women in rural areas,

Noting with deep concern that the economic and financial crises in many developing countries have severely affected the socio-economic status of women, especially in rural areas, and the continuing rise in the number of rural women living in poverty,

Recognizing the urgent need to take appropriate measures aimed at further improving the situation of women in rural areas,

1. Takes note of the report of the Secretary-General on the improvement of the situation of women in rural areas; 5/

2. Invites Member States, in their efforts to implement the outcome of the United Nations Conference on Environment and Development, the World Conference on Human Rights, the International Conference on Population and Development, the World Summit for Social Development and the Fourth World Conference on Women, bearing in mind also the Geneva Declaration for Rural Women, to attach greater importance to the improvement of the situation of rural women in their national development strategies, paying special attention to both their practical and their strategic needs, by, inter alia:

(a) Integrating the concerns of rural women into national development policies and programmes, in particular by placing a higher priority on budgetary allocation related to the interests of rural women;

(b) Strengthening national machineries and establishing institutional linkages among governmental bodies in various sectors and non-governmental organizations that are concerned with rural development;

(c) Increasing the participation of rural women in the decision-making process;

(d) Improving the accessibility of rural women to productive resources, including access to and control of land as well as capital/credit, technology, markets and information, and meeting their basic requirements in water and sanitation;

4/ A/47/308-E/1992/97, annex.

5/ A/50/257/Rev.1.

(e) Investing in the human resources of rural women, particularly through health and literacy programmes and social support measures;

3. Requests the international community, and relevant United Nations bodies and agencies to promote the realization of the programmes and projects aimed at the improvement of the situation of rural women within the overall framework of integrated follow-up to recent global conferences;

4. Invites the World Food Summit to be held in 1996 to give due consideration to the issue of improving the situation of rural women, taking into account their role in food production and food security, and the second United Nations Conference on Human Settlements (Habitat II) to give due consideration to the gender aspects of rural-urban migration and its impact on the situation of rural women, in formulating relevant strategies and actions;

5. Requests the Secretary-General to prepare, in consultation with Member States and relevant United Nations organizations, a report on the implementation of the present resolution and to submit it, through the Economic and Social Council, to the General Assembly at its fifty-second session taking into account possible measures to improve the reporting procedure.

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ADVANCEMENT OF WOMEN

Angola, Argentina, Armenia, Bhutan, Botswana, Canada, Costa Rica, Côte d'Ivoire, Ghana, Indonesia, Israel, Japan, Kenya, Lesotho, Malawi, Malaysia, Mongolia, Mozambique, Myanmar, Namibia, Nepal, Panama, Romania, South Africa, Swaziland, United Republic of Tanzania, Zambia and Zimbabwe: draft resolution

STRENGTHENING OF THE ROLE OF THE UNITED NATIONS DEVELOPMENT FUND FOR WOMEN IN ELIMINATING VIOLENCE AGAINST WOMEN

The General Assembly,

Welcoming the Beijing Declaration and Platform for Action, adopted by the Fourth World Conference on Women on 15 September 1995, 1/ which called for the prevention and elimination of all forms of violence against women and girls, and the promotion and protection of all human rights of women and girls, stressing that acts or threats of violence, whether occurring within the home or in the community or perpetrated or condoned by the State, instilled fear and insecurity in women's lives and were obstacles to the achievement of equality, development and peace,

Recalling that the Platform for Action called for action to eradicate violence against the girl child, recognizing that girls were more vulnerable to all kinds of violence,

Recalling also that the Vienna Declaration and Programme of Action, adopted by the World Conference on Human Rights on 25 June 1993, 2/ affirmed that

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1/ A/CONF.177/20, chap. I.

2/ A/CONF.157/24 (Part I), chap. III.

gender-based violence and all forms of sexual harassment and exploitation, including those resulting from cultural prejudice and international trafficking, were incompatible with the dignity and worth of the human person and must be eliminated,

Recalling further its resolution 48/104 of 20 December 1993, proclaiming the Declaration on the Elimination of Violence against Women, which recognized that violence against women violates and impairs or nullified the enjoyment by women of human rights and fundamental freedoms,

Recognizing the importance of the effective implementation of the Convention on the Elimination of All Forms of Discrimination against Women,

Emphasizing the need for full implementation by Governments and community organizations, non-governmental organizations, educational institutions, and the public and private sectors, as appropriate, of the measures set out in the Beijing Declaration and Platform for Action,

Urging that Governments allocate adequate resources within their budgets and mobilize community resources for activities related to the elimination of violence against women, including resources for the implementation of plans of action at all appropriate levels, as called for in paragraph 124 (p) of the Platform for Action,

Recalling Economic and Social Council resolution 1995/27 of 24 July 1995, in which the Council approved resolution 8 of the Ninth United Nations Congress on the Prevention of Crime and the Treatment of Offenders concerning the elimination of violence against women and urged the Commission on Crime Prevention and Criminal Justice to continue to consider the elimination of violence against women within its priority themes and within the training and technical assistance efforts of the United Nations crime prevention and criminal justice programme,

Recognizing the importance of cooperation with the Special Rapporteur of the Commission on Human Rights on violence against women,

Reaffirming the importance of developing a holistic and multidisciplinary approach to the task of promoting families, communities and States that are free from violence against women and affirming the need for coordinated and strengthened international support for this approach,

Recognizing the catalytic role that the United Nations Development Fund for Women has played in facilitating the efforts of Governments and non-governmental organizations at the national and community levels to support innovative activities that directly benefit and empower women,

1. Requests the Fund, as one of the operational bodies of the United Nations, to take into account the need to strengthen its activities to eliminate violence against women as part of system-wide efforts of the United Nations towards this goal, in accordance with the measures set out in the Beijing Declaration and Platform for Action and the Declaration on the Elimination of

Violence against Women, and focusing on activities, particularly at the national and community levels, and calls on Member States to promote cooperation with the Fund to these ends;

2. Also requests the Fund, in undertaking any relevant activities, to cooperate closely with the relevant organs and bodies of the United Nations, in particular the Division for the Advancement of Women, the Special Rapporteur of the Commission on Human Rights on violence against women, the Centre for Human Rights, the Crime Prevention and Criminal Justice Branch, and the United Nations Children's Fund, in order to ensure that its activities form part of the system-wide efforts of the United Nations to eliminate violence against women;

3. Further requests the Fund to include in its regular reports information regarding its activities to eliminate violence against women and girls and provide such information to the Commission on the Status of Women and the Commission on Human Rights;

4. Requests the Secretary-General, in cooperation with the relevant organs and bodies of the United Nations, in particular the Division for the Advancement of Women, the Special Rapporteur of the Commission on Human Rights on violence against women, the Centre for Human Rights, and the Crime Prevention and Criminal Justice Branch, to take into account the activities of these bodies in eliminating violence against women; and invites the Administrator of the United Nations Development Programme to consider the possibility of establishing a trust fund within the existing structure and management of the United Nations Development Fund for Women, in consultation with the relevant organs and bodies of the United Nations, in support of national, regional and international actions, including those taken by Governments and non-governmental organizations, to eliminate violence against women;

5. Requests the Fund to include in its regular reports information on the implementation of the present resolution and also to provide such information to the Commission on the Status of Women and the Commission on Human Rights.